

No Fear Act Report

Data as end of December - First Quarter of the Fiscal Year
Report POC: Air Force Personnel Center, Randolph AFB, TX

Complaint Activity	Compared Data					
	2006	2007	2008	2009	2010	2011
Number of Complaints Filed in Fiscal Year	556	486	466	504	536	118
Number of Complainants	511	446	426	451	471	114
Repeat Filers	43	33	30	35	51	3

Complaints by Basis	Comparative Data					
	2006	2007	2008	2009	2010	2011
Race	210	177	192	206	186	42
Religion	21	15	10	18	15	5
Retaliation	230	239	201	226	264	50
Sex	186	165	152	187	160	31
National Origin	79	72	65	65	61	16
Color	55	60	59	44	57	8
Age	153	130	119	133	147	27
Disability	143	121	102	119	128	41
Equal Pay Act	0	3	2	6	4	1

Complaints By Issues	Comparative Data					
	2006	2007	2008	2009	2010	2011
Appointment	26	14	13	15	23	5
Assignment	67	59	76	63	75	19
Awards	12	13	13	11	10	1
Conversion	0	3	0	0	1	1
Disciplinary Action - Demotion	1	3	3	2	3	0
Disciplinary Action - Reprimand	22	18	27	28	22	9
Disciplinary Action - Suspension	33	27	24	25	27	5
Disciplinary Action - Removal	10	16	11	9	15	4
Disciplinary Action - Other	20	21	30	20	31	5
Duty Hours	16	20	18	21	26	1
Evaluation/Appraisal	98	94	107	115	89	15
Examination/Test	2	0	0	2	2	0
Non Sexual Harassment	189	187	134	141	162	31
Sexual Harassment	35	20	30	28	21	6
Medical Examination	4	10	3	4	9	1
Pay Including Overtime	20	19	8	23	19	8
Promotion/Non-Selection	116	89	66	106	82	17
Denied Reassignment	14	10	8	13	10	0
Directed Reassignment	9	15	23	16	28	3
Reasonable Accommodation	39	16	18	24	26	11
Reinstatement	4	2	2	0	5	0
Retirement	4	5	3	4	3	0
Termination	22	35	30	34	43	16
Terms/Conditions of Employment	66	47	69	52	72	18
Time and Attendance	28	38	34	35	25	7

Training	22	21	23	21	26	8
Other	119	112	104	125	142	30

Processing Time	Comparative Data					
	2006	2007	2008	2009	2010	2011
Complaints Pending During Fiscal Year						
Average Number of Days in Investigation Stage	179	182	188	197	204	184
Average Number of Days in Final Action Stage	188	264	233	321	357	249
Complaints Pending During Fiscal Year Where Hearing was Requested						
Average Number of Days in Investigation Stage	185	201	200	209	204	194
Average Number of Days in Final Action Stage	107	189	90	201	103	132
Complaints Pending During Fiscal Year Where Hearing was not Requested						
Average Number of Days in Investigation Stage	176	165	184	187	203	180
Average Number of Days in Final Action Stage	331	342	339	397	492	386

Complaints Dismissed by Agency	Comparative Data					
	2006	2007	2008	2009	2010	2011
Total Complaints Dismissed by Agency	101	59	64	65	85	29
Average Days Pending Prior to Dismissal	135	140	100	60	107	49
Total Complaints Withdrawn by Complaints	80	62	50	47	50	12

Total Final Action Finding Discrimintaion	Comparative Data					
	2006	2007	2008	2009	2010	2011
Total Number Finding	2	2	1	2	2	1
Without Hearing	0	0	0	1	1	0
With Hearing	2	2	1	1	1	1

Findings of Discrimination Rendered by Basis	Comparative Data					
	2006	2007	2008	2009	2010	2011
Total Number of Findings	2	2	1	2	2	1
Race	0	0	1(100.00%)	0	1(50.00%)	1(100.00%)
Religion	0	0	0	0	0	0
Retaliation	1(50.00%)	0	0	2(100.00%)	1(50.00%)	0
Sex	0	2(100.00%)	1(100.00%)	0	0	0
National Origin	1(50.00%)	0	0	0	0	0
Color	0	0	0	0	1(50.00%)	0
Age	1(50.00%)	0	0	0	0	1(100.00%)
Disability	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Basis	Comparative Data					
	2006	2007	2008	2009	2010	2011
Findings After Hearing	2	2	1	1	1	1

Race	0	0	1(100.00%)	0	0	1(100.00%)
Religion	0	0	0	0	0	0
Retaliation	1(50.00%)	0	0	1(100.00%)	1(100.00%)	0
Sex	0	2(100.00%)	1(100.00%)	0	0	0
National Origin	1(50.00%)	0	0	0	0	0
Color	0	0	0	0	0	0
Age	1(50.00%)	0	0	0	0	1(100.00%)
Disability	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Basis	Comparative Data					
	2006	2007	2008	2009	2010	2011
Findings Without Hearing	0	0	0	1	1	0
Race	0	0	0	0	1(100.00%)	0
Religion	0	0	0	0	0	0
Retaliation	0	0	0	1(100.00%)	0	0
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Color	0	0	0	0	1(100.00%)	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Issues	Comparative Data					
	2006	2007	2008	2009	2010	2011
Total Number of Findings	2	2	1	2	2	1
Appointment	0	0	0	0	1(50.00%)	0
Assignment	1(50.00%)	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	1(50.00%)	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	2(100.00%)	1(50.00%)	0	0	0	1(100.00%)
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	1(50.00%)	1(50.00%)	1(100.00%)	0	1(50.00%)	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Promotion/Non-Selection	1(50.00%)	1(50.00%)	1(100.00%)	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation	1(50.00%)	0	0	0	0	0
Reinstatement	0	1(50.00%)	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	1(50.00%)	0	0
Training	0	1(50.00%)	0	0	0	0

Other	0	0	0	1(50.00%)	0	0
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Findings of Discrimination Rendered by Issues	Comparative Data					
	2006	2007	2008	2009	2010	2011
Findings After Hearing	2	2	1	1	1	1
Appointment	0	0	0	0	0	0
Assignment	1(50.00%)	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	1(50.00%)	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	2(100.00%)	1(50.00%)	0	0	0	1(100.00%)
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	1(50.00%)	1(50.00%)	1(100.00%)	0	1(100.00%)	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Promotion/Non-Selection	1(50.00%)	1(50.00%)	1(100.00%)	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation	1(50.00%)	0	0	0	0	0
Reinstatement	0	1(50.00%)	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	1(100.00%)	0	0
Training	0	1(50.00%)	0	0	0	0
Other	0	0	0	0	0	0

Findings of Discrimination Rendered by Issues	Comparative Data					
	2006	2007	2008	2009	2010	2011
Findings Without Hearing	0	0	0	1	1	0
Appointment	0	0	0	0	1(100.00%)	0
Assignment	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	0	0	0	0	0	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0

Pay Including Overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	1(100.00%)	0	0

Pending Complaints Filed in Previous Years by Status	Comparative Data					
	2006	2007	2008	2009	2010	2011
Total Complaints From Previous Fiscal Years	212	224	203	214	246	540
Total Complainants	193	210	192	202	226	454
Number of Complaints Pending in Investigation	13	17	12	9	7	168
Number of Complaints Pending in Hearing	76	76	83	122	150	215
Number of Complaints Pending in Final Action	120	125	105	83	83	156
Number of Complaints Pending in Appeal with EEOC Office of Federal Operations	157	158	167	169	182	203

Complaint Investigations	Comparative Data					
	2006	2007	2008	2009	2010	2011
Pending Complaints Where Investigation Exceeds Required Time Frames	123	125	119	126	157	256